



CALIFORNIA

Technician/AGR Administrative Instruction

National Guard Technicians - CAL NG Active Guard/Reserve

MILITARY DEPARTMENT

**P. O. BOX 269101
Sacramento, CA 95826-9101**

NUMBER

02-05

Expires 31 December 2002

1 January 2002

Change in Personnel Policy, Practices, and Working Conditions

1. In accordance with The Federal Service Labor-Management Relations Statute (Title 5 of the United States Code Chapter 71), Management will notify the employees affected by the exercise of a management right. That is, a change in personnel policies, practices, and matters affecting working conditions.
2. All levels of management will afford the Union the opportunity to negotiate on the "Impact and Implementation" of the change. Managers are encouraged to consult with Union officials during the formulation of changes.
3. Should Management fail to negotiate upon request of the Union, the Union can file an "Unfair Labor Practice". While the charge is not a federal offense it can bear serious repercussions. The agency could receive an order to "cease and desist" until the negotiation takes place, or an agency could be made to return to the mode of operation prior to the change—this is called "maintaining the status quo". Please contact the Labor Relations Specialist for more details concerning the process of "Impact and Implementation Bargaining" and the ramifications or penalties resulting from failing to negotiate in good faith per the statutory requirement.
4. Direct questions concerning this TAAI to 2d Lt Stuart Ewing at CAGNET 63402, DSN 466-3402 or commercial (916) 854-3402.

FOR THE ADJUTANT GENERAL:

JEFFREY D. STUARD
Colonel, CA ANG
Director for Human Resources

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